Coopers Lane Primary School

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Anti- Bullying Policy

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A Coopers Lane Learner...

Responsibility

...is inspired to be the best version of themselves and takes pride in all they do.

Honesty

...has the tools needed to be confident in making positive choices about behaviour and learning.

Kindness

...has empathy towards others and values the opinion of everyone.

...is excited to share their fun, relevant and memorable learning experiences with family & friends.

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...understands the importance of not giving up, embracing challenge and seeking help when needed.

...is a fabulous role model and a respectful citizen, embracing and celebrating the rich, diverse community in which they live.

Happiness

...develops a curiosity and wonder of the wider world around them.

Respect

Love

Perseverance

Anti-Bullying Policy - Coopers Lane School

Statutory Duty

The Head Teacher has a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, governors, parents and pupils.

The aim of our anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying affects everyone; it is unacceptable and will not be tolerated in our school community. This should be read alongside our PSHE and RHSE policy.

Links to Legislation

There are several pieces of legislation which set out measures and actions for schools in response to bullying, as well as criminal and civil law. These may include (but are not limited to):

- The Education and Inspection Act 2006, 2011
- The Equality Act 2010
- The Children Act 1989
- Protection from Harassment Act 1997
- The Malicious Communications Act 1988
- Public Order Act 1986

What do we want?

At Coopers Lane Primary School, everyone deserves to learn and to teach in a supportive and caring environment without fear of being bullied or harassed. We promote and celebrate diversity, equality and inclusion across our school and wider society. We are proud of our diverse community and want our children to enjoy the wealth of experience and culture this creates within our school.

Because of this, we are committed to:
- Educating pupils, staff and parents about the impact and effect that bullying can have on others
- Educating pupils about the by-stander effect
- Creating an environment where children feel confident and comfortable sharing concerns with staff
- Providing a productive and healthy learning environment
- Providing a robust anti-bullying policy in order to prevent and if necessary, deal with any bullying that occurs in our school community
- Supporting victims of bullying and working productively with any perpetrators
- Developing and improving procedures around bullying through regular evaluation and monitoring
- Working closely with parents to share concerns and changes

What is bullying?

Bullying can happen to anyone. This policy covers all types and forms of bullying including but not limited to:

- Bullying related to physical appearance
- Bullying of young carers, children in care or otherwise related to home circumstances
- Bullying related to physical/mental health conditions

- Physical bullying
- Emotional bullying
- Sexualised bullying/harassment
- Bullying via technology, known as online bullying or cyberbullying
- Prejudiced-based and discriminatory bullying (against people/pupils with protected characteristics) which may include:
  - Bullying related to race, religion, faith and belief and for those without faith
  - Bullying related to ethnicity, nationality or culture
  - Bullying related to Special Educational Needs or Disability (SEND)
  - Bullying related to sexual orientation (homophobic/biphobic bullying)
  - Gender based bullying, including transphobic bullying
  - Bullying against teenage parents (pregnancy and maternity under the Equality Act).

Bullying can be defined as 'behaviour by an individual or a group, repeated over time that intentionally hurts another individual either physically or emotionally'. DfE 'Preventing and Tackling Bullying

Bullying can include physical and emotional abuse such as name calling, taunting, mocking, making offensive comments, kicking, hitting, taking belongings, producing offensive graffiti, gossiping, peer isolation (e.g. excluding people from groups) and spreading hurtful and untruthful rumours.

The same unacceptable behaviours can be expressed online; this is sometimes called online bullying or cyberbullying. Specifically, this can include sending offensive, upsetting and inappropriate messages by phone, text, instant messenger, through gaming, websites, social media sites and apps, and sending offensive or degrading photos or videos.

Coopers Lane Primary School recognise that bullying can be emotionally abusive and can cause severe and adverse effects on children's emotional development.

Bullying is recognised by Coopers Lane Primary School as being a form of child on child abuse; children can abuse other children.

Abuse is abuse and it should never be tolerated or passed off as "banter", "just having a laugh" or "part of growing up".

We recognise that even if there are no reports of bullying, it does not mean it is not happening and it may be the case that it is just not being reported.

All victims will be taken seriously and offered appropriate support, regardless of where the abuse takes place.

The impact of bullying

Antibullyingpro.com tells us:
- Bullying is the main reason children aged 11 years and under contact Childline
- 45% of young people experience bullying before the age of 18
- 36% of young people are worried about being bullied at school or college
- 83% of young people say that bullying has had a negative impact on their self-esteem
- 30% of young people have gone on to self-harm as a result of bullying
- 10% of young people have attempted to complete suicide as a result of bullying
- Those who have been bullied are at the greatest risk for health problems in adulthood, over six times more likely to be diagnosed with a serious illness, smoke regularly, or develop a psychiatric disorder compared to those not involved in bullying

Identifying pupils who may be being bullied

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, complaining of illness, taking unusual absences or clinging to adults. They may also find it hard to concentrate in class. Pupils must be encouraged to report bullying, whether they are being bullied or another child is. All adults in the school must respond in accordance with the school behaviour management and anti-bullying policy.

Implementation - Required actions if bullying occurs

The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached
- A clear account of the incident will be recorded and given to the head teacher
- A member of the Leadership Team or a Learning Mentor will interview all concerned and will record the incident
- The class teachers and the parents of those involved will be informed
- All incidents will be logged and a record kept in the school office

Parents who are concerned that their child may be being bullied should, in the first instance, talk to the child's class teacher who will then liaise with the appropriate Year Group Leader or Learning Mentor in order to fact find. If deemed necessary, a member of the Leadership Team will also be informed.

Pupils who have been bullied will be supported by:

- offering an immediate opportunity to discuss the experience with a class teacher or member of staff of their choice
- reassuring the pupil
- offering continuous support
- input from the Place2Be team if this is considered appropriate
- restoring self-esteem and confidence
- putting in place a circle of friends if appropriate

Pupils who have bullied will be helped by:
- discussing what happened
- discovering why the pupil became involved
- establishing the wrong doing and need to change
- using a restorative approach to build a positive relationship between the children involved
- informing parents or guardians to help change the attitude of the pupil

Disciplinary action may be taken in line with the schools behaviour policy. Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHE, assemblies and subject areas, as appropriate.

Cyber-bullying

We know that a large proportion of our families have regular access to the internet, which can have a lot of benefits, however there are also risks that come with online communication through social media and messaging apps. At Coopers Lane School we recognise the existence of cyber bullying and the severity of the issue.

We are committed to:
- Educating pupils, staff and parents about cyberbullying and its consequences
- Providing a productive and healthy learning environment
- Providing a robust policy in order to prevent and if necessary, deal with any cyberbullying that occurs at school or in the community
- Developing and improving procedures around cyber-bullying through regular evaluation and review
- Providing a strong anti-bullying policy and acting upon it if and when bullying arises.

What is Cyber-Bullying?

Cyber bullying includes sending or posting harmful or upsetting text, images or other messages, using the internet, mobile phones or other communication technology. It can take many forms, but can go even further than face to face bullying by invading home and personal space and can target one or more people.

It can take place across age groups and target pupils, staff and others.
It can include threats and intimidation, harassment, defamation, exclusion or peer rejection, impersonation and unauthorised publication of private information or images. It can include messages intended as jokes, but which have a harmful or upsetting effect.

Cyber bullying may be carried out in many ways, including:

1. Threatening, intimidating or upsetting text messages;
2. Threatening or embarrassing pictures and video clips via mobile phone cameras;
3. Silent or abusive phone calls or using the victim's phone to harass others, to make them think the victim is responsible;
4. Threatening or bullying emails, possibly sent using a pseudonym or someone else's name;
5. Menacing or upsetting responses to someone in a chat-room; Unpleasant messages sent during instant messaging;
6. Unpleasant or defamatory information posted to blogs, personal websites and social networking sites (e.g. Instagram, WhatsApp etc.)
7. In some cases, this type of bullying may constitute a criminal offence.

At Coopers Lane School, cyber bullying is considered as serious as any other form of bullying. Cyber bullying issues are dealt with in an appropriate manner dependent on the severity and frequency of the issue.

The impact of cyber- bullying

Antibullyingpro.com tells us:

- Over the last 3 years, there has been an 87% increase in the number of Childline's counselling sessions about online bullying
- 20% of 7 to 11-year olds said they had needed to report online content, but didn't because they didn't know how to
- When asked about their experiences of mobile games, 33.5% of young people had experienced bullying behaviour on these games. 9.3% experienced serious repeated bullying.
- 27% of 7 to 11-year olds said they have seen something on the internet in the last year that worried and upset them

- 22% of young people say someone has posted an image or video to display bullying behaviour towards them.
- 38% of young people have experienced negative comments on a photo they had posted online, and this is more common for 13-17-year olds (45%) compared to 8-12-year olds (32%).
- Children and young people with disabilities are more likely to experience online hate (38% compared to 21% of those with no disability).

Responsibilities for the prevention of cyber bullying

1. The Head Teacher will be in overall charge of the practices and procedures outlined in this policy and will ensure that their effectiveness is monitored.

2. The Head Teacher will ensure that the school maintains details of agencies and resources that may assist in preventing and addressing cyber bullying.

3. All members of staff will be trained to identify signs of cyber bullying and will be helped to keep informed about the technologies that children commonly use by self-study and regular updates.

4. An E-Safety Code of Conduct will be developed, in conjunction with parents, and periodically reviewed and communicated to help pupils protect themselves from being caught up in cyber bullying and to advise them on reporting any incidents (10 rules for responsible use of ICT).

5. Pupils will be advised on cyber bullying through curricular and pastoral activities.

6. Pupils and staff are required to comply with the school's Acceptable Computer Use Policy.

7. Parents/Carers are required to sign the school's Internet Safety Agreement.

8. Parents/Carers are encouraged to discuss cyber safety and bullying with their child to supplement learning.

9. Parents/Carers will be provided with information and advice on cyber bullying.

Required actions if cyber bullying occurs

1. Advise the child not to respond to the message.

2. Refer to relevant policies including E-Safety, Anti-Bullying and PHSE and apply appropriate sanctions.

3. Secure and preserve any evidence.

4. Inform Head teacher and Senior Management team.

5. Notify parents of the children involved.

6. Consider delivering a parent workshop for the school community.

7. Consider informing the sender's e-mail service provider.

8. Consider informing the police depending on the severity or repetitious nature of offence.

9. Inform the LA E-Safety officer.

Required actions if malicious posts or threats are made against students or teachers

1. Ensure pupils/teachers are shielded from further exposure.

2. Inform site and request the comments be removed if the site is administered externally.

3. Secure and preserve any evidence including URLs, Screenshots and Printouts.

4. Inform Head Teacher and Senior Leadership Team.

5. Inform parents.

6. Send all the evidence to the contact at CEOP.

7. Endeavour to trace the origin and inform police as appropriate.

8. Inform LA E-Safety officer.

Reporting structure

1. At Coopers Lane School, issues of cyber bullying should be reported along the same chain as our anti-bullying policy.

Responding to cyber bullying

1. Cyber bullying will generally be dealt with through the schools anti-bullying policy. A cyber bullying incident might include features different to other forms of bullying, prompting a particular response.

Key differences might be:

2. The impact may be extensive in scale and scope

3. The location may be anytime and anywhere, the nature of cyber bullying

4. The anonymous nature of the offence. The person being bullied might not know who their bully is

5. The motivation behind the offence. The perpetrator might not realise that his/her actions are bullying

6. The evidence of the offence. Unlike traditional bullying, it is not always necessary to rely on witnesses or hearsay, the subject of the bullying may have evidence of what happened

Support for the person being bullied

1. The feelings of the victim are paramount and as with any form of bullying, support for the individual will depend on the circumstances. For example:

2. Emotional support and reassurance that they haven't done anything wrong

3. Reassurance that it was right to report the incident and that something will be done about it

4. Liaison with the child's parents/carers to ensure a continuous dialogue of support

5. Advice not to retaliate or reply, but to keep the evidence and show or give it to their parent or a member of staff

6. Advice on other aspects of the E-Safety code of conduct to prevent re-occurrence

7. Discussion with the child's parents/carers to evaluate their online habits

8. Age appropriate advice on how the perpetrator might be blocked online

9. Actions, where possible and appropriate, to have offending material removed

10. Discussion with the child's parents/carers on whether police action is required (except in cases of CEOP where the police may be contacted without discussion with parents/carers)

Investigation

1. Again, the nature of any investigation will depend on the circumstances and the age of the child, it may include, for example,

2. Review of evidence and advice to preserve it, for example by saving or printing (e.g. phone messages, texts, emails, website pages)

3. Efforts to identify the perpetrator, which may include looking at the media, systems and sites used; however, members of staff do not have the authority to search the contents of a phone.

4. Identifying and questioning witnesses.

5. Contact with the Child Exploitation and Online Protection Centre (CEOP) if images might be illegal or raise child protection issues

6. Requesting a pupil to reveal a message or other phone content or confiscating a phone.

Working with a perpetrator who is a pupil

1. Until such time that the perpetrator is found guilty, they will be considered innocent.

2. Work with the perpetrator and any sanctions will be determined on an individual basis, in accordance with the Anti-Bullying Policy, with the intention of:

3. Helping the person harmed to feel safe again and be assured that the bullying will stop.

4. Holding the perpetrator to account, so they recognise the harm caused and do not repeat the behaviour.

5. Helping bullies to recognise the consequences of their actions and facilitating change in their attitude and behaviour.

6. Demonstrating that cyber bullying, as any other form of bullying, is unacceptable and that the school has effective ways of dealing with it.

Cyber bullying Education

As part of our on-going commitment to the prevention of cyber bullying, regular education and discussion about E-Safety will take place as part of Computing and PSHE.

Useful Links and Supporting Organisations
The following links may provide additional support to children, staff or families.

- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
- Childline: www.childline.org.uk
- Family Lives: www.familylives.org.uk
- Kidscape: www.kidscape.org.uk
- MindEd: www.minded.org.uk
- NSPCC: www.nspcc.org.uk
- PSHE Association: www.pshe-association.org.uk
- Restorative Justice Council: www.restorativejustice.org.uk
- The Diana Award: www.diana-award.org.uk
- Victim Support: www.victimsupport.org.uk
- Young Minds: www.youngminds.org.uk
- Young Carers: www.youngcarers.net

Cyberbullying

- Childnet: www.childnet.com
- Internet Watch Foundation: www.iwf.org.uk
- Report Harmful Content: https://reportharmfulcontent.com
- UK Safer Internet Centre: www.saferinternet.org.uk
- The UK Council for Internet Safety (UKCIS): www.gov.uk/government/organisations/ukcouncil-for-internet-safety
- DfE 'Cyberbullying: advice for headteachers and school staff': www.gov.uk/government/publications/preventing-and-tackling-bullying
- DfE 'Advice for parents and carers on cyberbullying': www.gov.uk/government/publications/preventing-and-tackling-bullying

SEND

- Changing Faces: www.changingfaces.org.uk
- Mencap: www.mencap.org.uk
- Anti-Bullying Alliance Cyberbullying and children and young people with SEN and disabilities: www.anti-bullyingalliance.org.uk/tools-information/all-about-bullying/at-risk-groups/sen-disability
- DfE: SEND code of practice: www.gov.uk/government/publications/send-code-of-practice-0-to-25

Race, Religion and Nationality

- Anne Frank Trust: www.annefrank.org.uk
- Kick it Out: www.kickitout.org
- Report it: www.report-it.org.uk
- Stop Hate: www.stophateuk.org
- Tell Mama: www.tellmamauk.org
- Educate against Hate: www.educateagainsthate.com
- Show Racism the Red Card: www.srtrc.org/educational

LGBTQ+

- Barnardo's LGBTQ Hub: www.barnardos.org.uk/what_we_do/our_work/lgbtq.htm
- Metro Charity: www.metrocentreonline.org
- EACH: www.eachaction.org.uk
- Proud Trust: www.theproudtrust.org
- Schools Out: www.schools-out.org.uk
- Stonewall: www.stonewall.org.uk

Sexual Harassment and Sexual Bullying

- NSPCC 'Report Abuse in Education' Helpline: 0800 136 663 or help@nspcc.org.uk
- Ending Violence Against Women and Girls (EVAW): www.endviolenceagainstwomen.org.uk
- Disrespect No Body: www.gov.uk/government/publications/disrespect-nobody-campaign-posters
- Anti-bullying Alliance: Preventing and responding to Sexual Bullying: www.anti-bullyingalliance.org.uk/tools-information/all-about-bullying/sexual-and-sexist-bullying
- Anti-bullying Alliance: advice for school staff and professionals about developing effective anti-bullying practice in relation to sexual bullying: https://anti-bullyingalliance.org.uk/tools-information/all-about-bullying/sexual-and-sexist-bullying/investigating-and-responding-sexual
- Childnet Project DeShame (Online Sexual Harassment and Bullying): www.childnet.com/our-projects/project-deshame

<u>**Monitoring, evaluation and review**</u>
The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.